

CRANSTON SCHOOL COMMITTEE MEETING

MARCH 19, 2012

WESTERN HILLS MIDDLE SCHOOL – 400 PHENIX AVENUE

EXECUTIVE SESSION 6:00 P.M.

IMMEDIATELY FOLLOWED BY PUBLIC SESSION

AGENDA

- 1. Call to Order – 6:00 p.m. – Convene to Executive Session pursuant to RI State Laws PL 42-46-5(a)(1) Personnel; (Discussion of Termination of Non-Certified Employee A), PL 42-46-5(a)(2) Collective Bargaining and Litigation; (Ahlquist vs. Cranston School Committee), (Contract Negotiations' Update – Custodians, Secretaries), (Consideration of legal options regarding status of aid to education appropriation and legal advice relating to same).**
- 2. Executive Session**
- 3. Call to Order – Public Session**
- 4. Roll Call – Quorum**
- 5. Executive Session minutes sealed – March 19, 2012.**
- 6. Approve the minutes of the January 17, January 23, January 30, February 13 and February 16, 2012 meetings.**
- 7. Public Acknowledgements/Communications**
- 8. Chairperson's Communications**
- 9. Superintendent's Communications**
- 10. School Committee Member Communications**
- 11. Public Hearing**
 - a. Students (agenda/non-agenda matters)**

b. Members of the Public (agenda matters only)

12. Consent Calendar/Consent Agenda

RESOLUTIONS

SPONSORED BY THE SCHOOL COMMITTEE

NO. 12-3-2 – WHEREAS, Dawn Giarrusso, a teacher at Western Hills Middle School, has earned the prestigious National Board of Professional Teaching Standards Certification, and

WHEREAS, Dawn has demonstrated by earning National Board Certification that she has met the high and rigorous standards for what accomplished teachers should know and be able to do. NBPTS Certification is a national voluntary system certifying teachers who meet these rigorous standards through intensive study, expert evaluation, self-assessment and peer review, and

WHEREAS, as part of the process, Dawn Giarrusso built a portfolio that included student work samples, assignments, videotapes and a thorough analysis of her classroom teaching. Additionally, Dawn was assessed on her knowledge of the subjects she teaches, and

WHEREAS, Dawn is committed to the five core propositions of National Board Certification in her commitment to students and learning, knowing the subjects she teaches and how to teach them; is responsible for managing and monitoring student learning, think systematically about her practice and learn from experience; and is a member of a learning community.

Be it RESOLVED, that Dawn Giarrusso be recognized by the Cranston School Committee for her outstanding accomplishments in earning certification from the National Board of Professional Teaching

Standards.

Be it further RESOLVED, that Dawn be presented with a copy of this Resolution signed by the members of the Cranston School Committee

SPONSORED BY THE SCHOOL COMMITTEE

NO. 12-3-3- WHEREAS, Danielle St. Pierre, did an outstanding job as a member of the Cranston High School West girls' soccer team during the 2011 fall sports' season, and

WHEREAS, being described by her coach as "a player who has had a tremendous impact on the program over the past four years," and

WHEREAS, as a goalkeeper with an aggressive nature off the line, recorded 115 saves, posted seven shutouts against the top teams in the state, and helped lead her team to a runner-up finish to Portsmouth High School in Division I Central, and

WHEREAS, because of her outstanding personal accomplishments throughout the entire soccer season has been recognized as a 2011 Providence Journal First Team All-State selection, and

Be it RESOLVED that Danielle St. Pierre, be congratulated for her hard work and dedication to the sport of SOCCER by the Cranston School Committee, and

Be it further RESOLVED that she be presented with a copy of this Resolution signed by the members of this committee.

SPONSORED BY THE SCHOOL COMMITTEE

NO. 12-3-4- WHEREAS, Bryan Stetson, did an outstanding job as a member of the Cranston High School West football team during the 2011 fall sports' season, and

WHEREAS, being described by the Journal as one of the top all-around players in the state over the past two seasons, and

WHEREAS, as a two-way player, demonstrated his versatility by scoring nine touchdowns, rushing for 655 yards, catching 13 passes, making 91 tackles and averaging 23 yards per punt/kickoff return , and

WHEREAS, because of his outstanding personal accomplishments throughout the entire football season has been recognized as a 2011 Providence Journal First Team All-State selection, and

Be it RESOLVED that Bryan Stetson, be congratulated for his hard work and dedication to the sport of FOOTBALL by the Cranston School Committee, and

Be it further RESOLVED that he be presented with a copy of this Resolution signed by the members of this committee.

SPONSORED BY MS. IANNAZZI

Contract Continuation

NO. 12-3-5- WHEREAS: Current state law does not provide for mandatory continuation of an existing teacher collective bargaining agreement; and

WHEREAS: A Superior Court justice recently ruled that state statute, defining when a contract ends, obviates any clause, agreed to, allowing for a continuation of a public employee contract and;

WHEREAS: School districts and cities and towns have seen a

calamitous reduction of state aid and;

WHEREAS: There exists a \$120 million dollar revenue/expenditure gap in the FY 2013 budget and cities and towns, from FY 2007 – FY 2012 have lost over \$185 million general revenue sharing and auto excise reimbursement and;

WHEREAS: Taxpayers are already burdened by some of the highest property taxes nationally and;

WHEREAS: School districts and cities and towns must comply with RIGL §44-5-2, that caps the property tax levy, for FY 2012 at 4¼%, and;

WHEREAS: According to § 16-2-9 (d) “The school committee of each school district shall be responsible for maintaining a school budget which does not result in a debt.” and;

WHEREAS: School committees may require employee concessions to comply with the aforementioned state statutes and;

WHEREAS: 2012 – H 7250 & 2012 – S 2532 would mandate that an expired contract shall continue under the same terms and conditions and;

WHEREAS: This would serve as a disincentive for unions to bargain

in good faith and allow existing employee wages and benefits to continue unchanged indefinitely thus forcing districts to possibly violate RIGL §44-5-2 & § 16-2-9 (d); now therefore be it

RESOLVED: That the Cranston School Committee respectfully requests the Rhode Island General Assembly to oppose 2012 – H 7250 & 2012 – S 2532, and any other legislative proposal that would, mandate expired teacher contracts must continue at the existing terms and conditions; and be it further

RESOLVED: That a copy of this Resolution be forwarded to every Rhode Island Municipality, School Committee, State Senator, State Representative and the Governor.

SPONSORED BY MS. IANNAZZI

Binding Arbitration

NO. 12-3-6 - WHEREAS: Current state law does not provide for mandatory binding arbitration on monetary matters for school teachers and other school employees; and

WHEREAS: Payroll cost is the largest single expenditure in school budgets; and

WHEREAS: School districts and cities and towns have seen a calamitous reduction of state aid and;

WHEREAS: There is a projected \$120 million dollar gap in the upcoming FY 2013 budget;

WHEREAS: Taxpayers are already burdened by some of the highest property taxes nationally and;

WHEREAS: School districts and cities & towns must comply with RIGL §44-5-2, that caps the property tax levy imposed by municipalities and;

WHEREAS: According to § 16-2-9 (d) “The school committee of each school district shall be responsible for maintaining a school budget which does not result in a debt.” and;

WHEREAS: Mandatory binding arbitration would take away from locally elected officials the ability to control the biggest component of local budgets; and

WHEREAS: The proposed mandatory binding arbitration legislation being advanced by its proponents does not take in to account student welfare, conformation with existing property tax caps (R.I.G.L. 44-5-2), recognition of management responsibilities, the cost of implementing the Basic Education Program and other unfunded mandates; now, therefore be it

RESOLVED: That the Cranston School Committee respectfully

requests the Rhode Island General Assembly to oppose 2012 – H 7617 & H 7620 and reject any and all binding arbitration legislation currently being considered for teacher and other school employee contracts; and be it further

RESOLVED: That a copy of this Resolution be forwarded to every Rhode Island Municipality, School Committee, State Senator, State Representative and the Governor.

SPONSORED BY MRS. RUGGIERI

NO. 12-3-7 WHEREAS, the City of Cranston through the City Council has made adjustments to their own budget in the category of Utilities during the fiscal year to cover unexpected and uncontrolled expenses in this area and,

WHEREAS, the School Department faces the same unexpected and uncontrolled expenses in this same area and,

WHEREAS, the School Department does not have the ability to raise revenue and,

WHEREAS, the School Department is a part of the City of Cranston,

The School Department requests that the City of Cranston adjust the School Department budget in the category of Utilities to reflect similar adjustments if they are made to the City of Cranston budget.

The School Department will not consider these adjustments to be a part of the maintenance of effort; merely a reflection of the unexpected and uncontrolled costs of utilities that may occur during a fiscal year.

SPONSORED BY MR. NERO

Layoff Notification Date

NO. 12-3-8- WHEREAS: Chapter §16-13 of the Rhode Island General Laws entitled “Teacher Tenure” requires school districts to notify individual teachers by March 1st that their contract for the following year will not be renewed and;

WHEREAS: All school districts have not yet had their budget request ratified by their respective city or town councils and;

WHEREAS: This uncertainty requires school districts to issue more layoff notices than are necessary and;

WHEREAS: This creates unnecessary anxiety and stress for teachers receiving layoff notices and;

WHEREAS: Most, if not all, of the uncertainty, stress and anxiety resulting from the early layoff notice could be remediated by moving the date from March 1, to June 1, therefore be it;

RESOLVED: That the Cranston School District urges the General Assembly to pass 2012 – S 2158, H 7272 & H 7863 by Senator DiPalma and Representatives Jackson & Brien respectively, moving the teacher layoff notice deadline from March 1 to June 1, be further resolved;

RESOLVED: That a copy of this Resolution be forwarded to every Rhode Island Municipality, School Committee, State Senator, State Representative and the Governor.

ADMINISTRATION – PERSONNEL

NO. 12-3-9- RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Rosaura Vasquez, Middle School Math

David Shapiro-Zysk, Secondary English

Scott Burns, Secondary English

Barbara Dwares, Elementary

NO. 12-3-10- RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section F of the Master Agreement between the Cranston School

Committee and the Cranston Teachers' Alliance:

Andrea Edwards, Teacher

Cranston High School East

Effective Date...August 30, 2012 to August 31, 2013

NO. 12-3-11- RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Janice Pilibosian, Teacher

Hugh B. Bain Middle School

Effective Date...June 30, 2012

Wendy Rocchio, Teacher

Gladstone Elementary School

Effective Date...June 30, 2012

Marie Palazzo, Teacher

Gladstone Elementary School

Effective Date...June 30, 2012

Lois Amper, Teacher

Woodridge Elementary School

Effective Date...June 30, 2012

Margaret Kelly, Teacher
Woodridge Elementary School
Effective Date...June 30, 2012

Amy Johnsen-Harris, Teacher
Hugh B. Bain Middle School
Effective Date...June 30, 2012

Kenneth Sargent, Teacher
Western Hills Middle School
Effective Date...June 30, 2012

Dennis Tropea, Teacher
Western Hills Middle School
Effective Date...June 30, 2012

Fred Mccaron, Teacher
Leave
Effective Date...May 17, 2012

NO. 12-3-12- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following certified personnel be accepted:

Joy Helmold, Teacher
Itinerant
Effective Date...June 30, 2012

NO. 12-3-13- RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be appointed as an athletic coach:

Raymond Rotondo, Assistant Coach Baseball

CHSE

Step-5

Class-C

Playing Competition-High School & College

Experience-American Legion Coach

Certification-RI Coaches Certification; CPR\\AED\\First Aid

Paul Bessette, Head Coach Girls' Softball

CHSE

Step-7

Class-B

Playing Competition- None

Experience-CLCF & Cranston East Hockey

Certification-RI Coaches Certification; CPR\\AED\\First Aid

Lloyd Bochner, Assistant Coach Girls' Softball

CHSE

Step-7

Class-C

Playing Competition-None

**Experience-Park View Girls' Softball & CHSE Girls' Basketball
Certification-RI Coaches Certification; CPR\\AED\\First Aid**

Keith Croft, Head Coach Boys' Outdoor Track

CHSW

Step-5

Class-B

Playing Competition-High School

Experience-Bishop Hendricken Football Coach

Certification-RI Coaches Certification; CPR\\AED\\First Aid

Kara Scanlon, Assistant Coach Girls' Lacrosse

CHSW

Step-2

Class-D

Playing Competition-High School

Experience-Unified Basketball Coach

Certification-RI Coaches Certification; CPR\\AED\\First Aid

Thomas Aronne, Assistant Coach Boys' Outdoor Track

CHSW

Step-2

Class-D

Playing Competition-High School

Coaching Experience-None

Certification-RI Coaches Certification; CPR\\AED\\First Aid

NO. 12-3-14- RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be reappointed as an athletic coach:

Cranston High School East:

Michael Walsh Head Coach Baseball

Robert Bouchard Head Coach Boys' Outdoor Track

Robert LaBanca Head Coach Girls' Outdoor Track

Dina Cesana Assistant Coach Girls' Outdoor Track

Richard Perrotta Head Coach Boys' Tennis

Thomas Ferri Head Coach Boys' Volleyball

Ron Lee Assistant Coach Boys' Volleyball

Howard Chun Head Coach Girls' Lacrosse

Scott Maynard Assistant Coach Girls' Lacrosse

Cranston High School West:

Rob Malo Head Coach Baseball

Corey Capirchio Assistant Coach Baseball

Shelia Lagasse Head Coach Girls' Outdoor Track

Clem Soscia Assistant Coach Girls' Outdoor Track

Jeff Smith Head Coach Girls' Fastpitch Softball

David Kenneally Assistant Coach Girls' Fastpitch Softball

Steven Matzner Head Coach Boys' Tennis

James Lucas Assistant Head Coach Boys' Tennis

Roger Tow Head Coach Boys' Volleyball

NO. 12-3-15- RESOLVED, that at the recommendation of the Superintendent, the following non-certified employee(s) be appointed:

Aixa Rodriguez, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...13445090 51110

Dawn Baker, Bus Monitor\\Sub Bus Driver

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...10345090 51110

Ericka Lucret, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...15045090 51110

Venkia Lapsey, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...11245090/13045090 51110

Taylor Collier, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...12445090/13645090 51110

Linda O'Brien, Bus Monitor

Transportation

Effective Date...February 27, 2012

Authorization...Replacement

Fiscal Note...13645090 51110

Lisa Bradley, Bus Monitor

Transportation

Effective date...February 27, 2012

Authorization...Replacement

Fiscal Note...15045090 51110

Cathryn Nota, Teacher Assistant

Oak Lawn Elementary School

Effective Date...March 5, 2012

Authorization...New

Fiscal Note...10346020 51110

Heidi Carla, Support Employment Specialist

Pupil Personnel

Effective Date...March 26, 2012

Authorization...Replacement

Fiscal Note...50826134 51110

Nicole Thibault, Bus Driver (probationary)

Transportation

Effective Date...March 19, 2012

Authorization...Replacement

Fiscal Note...10345190 51110

Donna Dodd, Bus Aide

Transportation

Effective Date...March 19, 2012

Authorization...Replacement

Fiscal Note....12645120\\12945120\\12745120 51110

NO. 12-3-16- RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

Jennifer Montefusco, Secretary

Kimberly Johnson, Teacher Assistant

James Marianetti, Bus Driver

Brian Cabral, Custodian

David Imondi, Bus Driver

Lorraine French, Teacher Assistant

NO. 12-3-17- RESOLVED, that at the recommendation of the Superintendent, the retirement(s) of the following non-certified personnel be accepted:

Dale Kingsley, Bus Driver

Transportation

Effective Date...April 3, 2012

NO. 12-3-18- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following non-certified personnel be accepted:

Gail Fredrick, Bus Driver

Transportation

Effective Date...March 8, 2012

Kathleen Morgan, Site Coordinator

Bain + 2

Effective Date...March 15, 2012

NO. 12-3-19- RESOLVED, that at the recommendation of the Superintendent the termination of non-certified employee "A" be

accepted:

BUSINESS

Purchases and Purchased Services

NO. 12-3-20- RESOLVED, that at the recommendation of the Superintendent, the Cranston School Committee accepts the school district's 2010-2011 Financial Audit as presented in the Auditor's report for the year ended June 30, 2011.

NO. 12-3-21- RESOLVED, that at the recommendation of the Superintendent, the Cranston School Committee accepts the school district's 2010-2011 Federal Single Audit for the year ended June 30, 2011.

NO. 12-3-22- RESOLVED, that at the recommendation of the Superintendent, the Cranston School Committee accepts the school district's Communication of Matters Prescribed by Statement of Auditing Standards #114 for the year ended June 30, 2011.

NO. 12-3-23- RESOLVED, that the following purchase(s) be approved: Student Planners (funded by Middle School annual order allocation) in the amount of \$6,441. (Purchase pending the availability of funding 2012-2013 budget).

Number of bids issued 5

Number of bids received 3

NO. 12-3-24- RESOLVED, that the following purchase(s) be approved:

Subscriptions in the amount of \$5,307.38 (Purchase pending the availability of funding 2012-2013 budget).

Number of bids issued 4

Number of bids received 4

POLICY AND PROGRAMS

NO. 12-3-25- RESOLVED, that at the recommendation of the Superintendent, the following Conferences/Field Trips of Long Durations be authorized:

1. Joseph Balducci, Chief Financial Officer, to travel to St. Louis, Missouri, from May 10, 2012 through May 12, 2012 to attend the NLC-RISC Trustee Conference at no cost to the School Department. All expenses will be paid by the RI Inter-Local Risk Management Trust. Please see the attached conference form.

2. Diane Narcisi, Business Teacher at Cranston High School East, to travel to Boston, MA from April 3, 2012 through April 7, 2012 to attend the National Business Educator's Conference. This conference will be grant funded by Title II. Please see the attached conference form and back-up.

3. Janis McGuirl from Cranston High School East and approximately six (6) students to travel to Salt Lake City, UT from April 26, 2012 through May 2, 2012 to attend leadership/career development sessions and compete in the National DECA Competition, at no cost

to the School Department. Please see the attached Field Trip of Long Duration Form and back-up.

4. Meaghan McGonagle from the Cranston Area Career and Technical Center and approximately seventeen (17) students to travel to Salt Lake City, UT from April 27, 2012 through May 2, 2012 to attend leadership/career development sessions and compete in the National DECA Competition, at no cost to the School Department. Please see the attached Field Trip of Long Duration Form and back-up.

5. Suzanne Rathbun, Special Ed. Administrator and Carolyn Lepore, Special Ed. Administrator, to travel to Denver, Colorado from April 11 – 14, 2012 to attend the CEC (Council for Exceptional Children) 2012 Convention and Expo., at no cost to the School Department. All expenses covered by IDEA Grant. Please see the attached conference forms.

NO. 12-3-26- RESOLVED, that at the recommendation of the Superintendent, the 2012-2013 School Calendar be adopted.

NO. 12-3-27- RESOLVED, that at the recommendation of the Superintendent, the changes to the District Program of Studies be approved.

TABLED RESOLUTION

NO. 12-3-1 - Now be it RESOLVED, that the Memorandum of Agreement of the existing Collective Bargaining Agreement and a three-year contract extension between the Cranston School

Committee and the National Association of Government Employees (NAGE), Local 153, custodians, be accepted subject to ratification by the City Council. (Fiscal Analysis Attached).

13. Action Calendar/Action Agenda

14. New Business

15. Public Hearing on Non-agenda Items

16. Announcement of Future Meeting – April 11 and April 23, 2012.

17. Adjournment

School Committee members who are unable to attend this meeting are asked to notify the Chairperson in advance.

Interested persons and the public at large, upon advance notice, will be given a fair opportunity to be heard at said meeting on the items proposed on the Agenda.

Individuals requesting interpreter services for the hearing impaired must notify the Superintendent's Office at 270-8170 72 hours in advance of hearing date.

Any changes in the agenda pursuant to RIGL 42-46-6(e) will be posted on the school district's website at www.cpsed.net, Cranston Public Schools' administration building, 845 Park Ave., Cranston, RI; and Cranston City Hall, 869 Park Ave., Cranston, RI and will be electronically filed with the Secretary of State at least forty-eight hours (48) in advance of the meeting.

Notice posted: March 16, 2012

CRANSTON PUBLIC SCHOOLS

Resolution No. 12-3- 26

CALENDAR FOR 2012-2013

At the discretion of the Superintendent of Schools, and with School Committee approval, this calendar may be altered during the scheduled recess periods or at the end of the school year, due to emergencies affecting the health and safety of our students and/or operation of our schools.

MONTH M T W T F DAYS MONTH M T W T F DAYS

Aug. 23* 24* Feb. 1

27 28 29 30 31 (4) 4 5 6 7 8**

11 12 13 14 15

Sept. X 4 5 6 7 X X X X X 10 X 12 13 14 25 26 27 28 (15)

X X 19 20 21

24 25 X 27 28 (15) Mar. 1

4 5 6 7 8

Oct. 1 2 3 4 5 11 12 13 14 15

X 9 10 11 12 18 19 20 21 22

15 16 17 18 19 25 26 27 28 X (20)

22 23 24 25 26

29 30 31 (22) Apr. 1 2 3 4 5

8 9 10 11 12

Nov. 12 XXXXX

5 X 7 8 9 22 23 24 25 26

X 13 14 15 16 29 30 (17)

19 20 21 X X

26 27 28 29 30 (18) May 1 2 3

6 7 8 9 10

Dec. 3 4 5 6 7 13 14 15 16 17
 10 11 12 13 14 20 21 22 23 24
 17 18 19 20 21 X 28 29 30 31 (22)
 X X X X X
 X (15) June 3 4 5 6 7
 Jan. X 2 3 4 10 11 12 13 14
 7 8 9 10 11 17 (18 19 20 21
 14 15 16 17 18 24) 25 26 27 28 (11)
 X 22 23 24 25 85
 28 29 30 31 (21)
 95

*New Teacher Orientation – August 23 & 24, 2012 **All
 Professional Staff Orientation – Aug. 27, 2012
 First Day of School for Students – Tuesday, August 28, 2012 – ALL
 GRADES REPORT

SCHOOLS WILL BE CLOSED (X=no school)

Sept. 3, 2012 Labor Day

Sept. 11, 2012 State Primary Elections

Sept. 17 and 18, 2012 Rosh Hashanah

Sept. 26, 2012 Yom Kippur

Oct. 8, 2012 Columbus Day Observed

Nov. 6, 2012 General Elections

Nov. 12, 2012 Veterans' Day Observed

Nov. 22 and 23, 2012 Thanksgiving Recess

Dec. 24 to Jan. 1, 2013 Holiday Recess (includes Christmas Day/Dec. 25 & New Year's Day/Jan 1)

Jan. 21, 2013 Martin Luther King, Jr. Day

Feb. 18 to Feb. 22, 2013 Mid-Winter Recess (includes Presidents' Day / Feb. 18)

March 29, 2013 Good Friday

April 15 to April 19, 2013 Spring Recess

May 27, 2013 Memorial Day Observed

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Schools close June 17, 2013 or the 180th day (June 18th to June 24th = make-up days for inclement weather)

First term – Aug. 28 to Nov. 7, 2012 = Inclusive 45 days Second term – Nov. 8 to Jan. 24, 2013 = Inclusive 45 days

Third term – Jan. 25 to April 5, 2013 = Inclusive 45 days Fourth term – April 8 to June 17, 2013 = Inclusive 45 days

GRADUATION DATES

Cranston High School East and Cranston High School West – Saturday, June 15, 2013. NEL/CPS Construction Career Academy – Friday, June 14, 2013.

Cranston East, Cranston West, and NEL/CPS Construction Career Academy Seniors' Last Day of Instruction – June 4, 2013.

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CRANSTON PUBLIC SCHOOLS

FISCAL IMPACT STATEMENT

CUSTODIANS

2011 - 2014

CATEGORY	2011-2012	2012-2013	2013-2014
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RAISE (A)	0	0	0
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SALARY REDUCTION (B)	(129,106)	(447,566)	(447,566)
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STEP FREEZE	0	(15,829)	(12,584)
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LONGEVITY	0	(41,090)	(41,090)
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HOLIDAY PAY (C)	(19,509)	(39,019)	(39,019)
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NON-CERTIFIED PENSION	(8,768)	(55,655)	(55,323)
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FICA	(9,214)	(33,697)	(33,496)
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MEDICARE	(2,155)	(7,881)	(7,834)
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PLAN DESIGN CHANGES (D)	(27,675)	(171,027)	(188,129)
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INCREASE IN COST-SHARING (E)	(43,500)	(138,331)	(164,348)
	(239,927)	(950,095)	(989,388)

SUMMARY	(2,179,411)		
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ASSUMPTIONS

(A) - RAISE

2011-2012 = 0%

2012-2013 = 0%

2013-2014 = 0%

(B) - 15% SALARY REDUCTION

2011-2012 = 15 WEEKS

2012-2013 = FULL YEAR SAVINGS

2013-2014 = FULL YEAR SAVINGS

(C) - HOLIDAY PAY

2011-2012 = REDUCTION OF TWO (2) HOLIDAYS

2012-2013 = REDUCTION OF FOUR (4) HOLIDAYS

2013-2014 = REDUCTION OF FOUR (4) HOLIDAYS

(D) - PLAN DESIGN CHANGES

OFFICE CO-PAYS

DEDUCTIBLE PLAN (\$500)

PERSCRPTION DRUG CO-PAYS

(E) - COST-SHARING

2011-2012 = 20% (4 MOS.)

2012-2013 = 20% (3% INCR. IN HEALTH RATES, 3% INCR. IN DENTAL RATES)

2013-2014 = 20% (10% INCR. IN HEALTH RATES, 5% INCR. IN DENTAL RATES)

PLEASE NOTE THAT COST SHARING SAVINGS TAKES INTO CONSIDERATION CURRENT 10%

CONTRIBUTION RATE.

Tabled Resolution No. 12-3-1

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EXTENSION AGREEMENT

The CRANSTON SCHOOL COMMITTEE (hereinafter referred to as “COMMITTEE”) and the NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES (NAGE), Local RI-153 (hereinafter referred to as “LOCAL RI-153) resolve the current collective bargaining by modifying and extending the existing COLLECTIVE BARGAINING AGREEMENT (hereinafter referred to as the “AGREEMENT”) that covered the term of July 1, 2008 through June 30, 2011 in the following manner:

- 1. TERM OF EXTENSION. The AGREEMENT shall commence on July 1, 2011 and shall expire on June 30, 2014.**
- 2. SALARY SCHEDULE ADJUSTMENT. The Salary Schedule shall be adjusted in an amount reflecting a fifteen (15%) percent reduction effective March 12, 2012 by deleting the salary provisions in the existing AGREEMENT and replacing the same with the attached Salary Schedule (Exhibit A), the terms of which are hereby incorporated by reference. Also, all steps are frozen as of the date of ratification of this Agreement by the Committee and Local RI-153 and shall remain frozen during the term of this Agreement.**
- 3. ARTICLE XI ENTITLED “HEALTH INSURANCE” will be amended to provide that the health plan will be changed as set forth in Exhibit B, the terms of which are hereby incorporated by reference, and all**

Bargaining Unit members shall be responsible for a twenty (20%) percent cost share effective March 12, 2012. The dental insurance plan shall remain the same. However, all Bargaining Unit members shall be responsible for twenty (20%) percent cost share based upon their plan effective March 12, 2012. The plan design changes and deductible for the health plan will go into effect when processed by Blue Cross which should take approximately 6 - 8 weeks following the ratification of this Agreement by the Committee and Local RI-153. This paragraph supersedes anything set forth in the Collective Bargaining Agreement which expired on June 30, 2011, and any conflicts will be decided in favor of the provisions of this Agreement.

4. HOLIDAYS. For the term of this Agreement, the holiday schedule as set forth in Article IV shall be adjusted to reflect that two (2) holidays shall be eliminated for the period from March 1, 2012 to June 30, 2012 and that four (4) holidays shall be eliminated for the contract years 2012-2013 and 2013-2014.

5. LEAVE PROVISIONS. Article VI Leave Provisions shall be amended so that members of the bargaining unit shall accrue only one (1) day of sick leave per month for each month during which bargaining unit members work more than eighty-five (85%) percent of the work days of the month. Accrued sick days/sick banks for all bargaining unit members shall be frozen effective March 1, 2012 as set forth in Exhibit C dated February 28, 2012, the terms of which are hereby incorporated by reference, and no unused sick days shall be allowed to accumulate or be added to the sick bank during the term of this AGREEMENT for purposes of the payout to bargaining unit members

who have worked for the Cranston Public Schools for ten (10) years or more upon their retirement from the Cranston Public Schools. In the event that any bargaining unit member has accrued and exhausted twelve (12) days of sick leave in a contract year, and only in that event, that member will be allowed to access any sick days that he has accumulated. Notwithstanding the above, bargaining unit members may accrue up to five (5) days of unused sick time, but as stated above, this will not be counted as part of the payout upon their qualifying requirement.

6. ARTICLE XII (G) ENTITLED GENERAL LONGEVITY. No bargaining unit member shall be entitled to longevity pay for the contract years of 2012-2013 and 2013-2014.

7. PENSION. Any Cranston School Department employee members of Local RI-153, hired after June 30, 2012, shall be enrolled in a defined contribution plan (i.e. a 401A plan or equivalent thereof), established by the Cranston School Department and shall not be a member of the retirement system established by R.I.G.L. 45-21-1, et seq. entitled Retirement of Municipal Employees, and Local RI-153 agrees to provide written approval of withdrawal by the Cranston School Department of this group from the Municipal Employees Retirement System as set forth in §45-21-5 of the Rhode Island General Laws and to further cooperate and provide anything else required to effectuate the withdrawal.

8. PRIVATIZATION. The parties agree that the Committee will not privatize custodial services during the term of the Contract.

9. EFFECT ON OTHER AGREEMENT PROVISIONS. All other terms

and conditions of the existing AGREEMENT not specifically modified in this EXTENSION AGREEMENT shall remain in full force and effect during the extension term running through June 30, 2014. All agreed upon changes and modifications to the existing AGREEMENT are incorporated into this EXTENSION AGREEMENT and there are no other understandings, representations or promises between the parties.

10. RATIFICATION. This EXTENSION AGREEMENT has been negotiated in good faith by the bargaining negotiation representatives of both the COMMITTEE and the LOCAL RI-153 and is subject to ratification by the COMMITTEE, the CRANSTON CITY COUNCIL, and by members of LOCAL RI-153. The parties hereto agree to convene their respective constituencies as soon as practicable for the purpose of ratifying the EXTENSION AGREEMENT.

 

IN WITNESS WHEREOF, the parties set their hands and seals this ____ day of _____, 2012.

CRANSTON SCHOOL COMMITTEE NATIONAL ASSOCIATION OF GOVERNMENT

EMPLOYEES (NAGE), Local RI-153

By:_____ By:_____

Andrea M. Iannazzi, Chairperson

Raymond Soccio,

President

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**TABLED RESOLUTION
NO. 12-3-1**